



NEWSLETTER

McGill Association of University Teachers

Association des Professeur(e)s et Bibliothécaires de McGill

www.maut.mcgill.ca

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Newsletter News

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This issue contains accounts of a variety of workshops, conferences and meetings that have taken place over the past few months. Many committees expect to deliver reports soon, and we look forward to including these in the next issue, along with MAUT commentaries on various matters.

PDF versions of Newsletters from the past several years are now available through links on the "Newsletter" page of the MAUT website (<http://maut.mcgill.ca/newsletter.php>). Simple author and subject indexes have been constructed, and the PDF contents can also be searched by using the "find" box on the upper-right corner of most pages on the McGill website. Older newsletters will be added in due course.

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Career Path or Pit? Overcoming the Challenges Facing Contract Academic Staff

meeting held at the University of Alberta, Edmonton, May 30 2007.

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GREG ALLAIN
President, CAUT.

The nature of academic work; teaching, research, professional practice and/or service within a single academic job. This was a general presentation of the academic workplace and the role of CAUT in defending the academic culture. Greg emphasized fairness, academic values, principles, practices and goals in decision-making, and described the role of CAUT in designing model clauses, policies and bargaining strategies. Current threats include declining budgets, cuts to research support, GATT [General Agreement on Tariffs and

Trade], and universities' progressive move to a corporate style of management. While full-time academic staff members demand competitive salaries and a full spectrum of benefits including a liveable pension, contract academic staff can be hired without all these costly advantages.

Currently 50% of Canadian university faculty are contract employees, hired under flexible hours without benefits, and paid like fast-food workers. Faculty Lecturers, Academic Administrators and Research Staff with doctoral degrees are single-duty, and part-time casual labourers, accruing neither seniority nor liabilities to the university.

Canadian contract academic staff members (CAS) teach about 30% of all university courses.

- They accept salaries that are too low for the work that they perform.
- They accept cash in lieu of benefits and do not complain due to their extreme vulnerability.
- They receive little academic support such as Professional Development (Sabbaticals), research support, office space, internet access or phone numbers in the university directory.

CAS members are viewed by the university management as independent service contractors, available to fill gaps in the academic university workload without any long-term liabilities.

GEOFFREY MARTIN Mount Allison, NB.

The Pro-rata Model: The problem of "Re-bundling" academic tasks. All university education workers must be part of the academic profession. All teaching employees must be considered as full-duty academic staff members undertaking research and service as a necessary part of their teaching duties. They are NOT single-duty employees.

1. All academic staff must be qualified for employment by the university.
2. Their salary and benefits must be linked to a full-time academic title.
3. Full-time must be defined in standard terms (e.g. six courses per year).
4. Employment must be for a minimum of 6 or 12 months, not 4-month or sessional appointments.
5. Compensation must be appropriate for all three duties because they teach, research the subjects they teach, and provide a wide spectrum of services to the academic community.
6. Compensation must be proportional to the amount of full-time work they perform.
7. Compensation must also include pro-rata benefits.
8. Employment must include cumulative seniority.
9. Employment includes the right to representation by the faculty association or union.
10. Re-bundling must have the objective of creating full-time employment from part-time.

TOM FRIEDMAN Thompson Rivers, BC.

Conversion / Regularization. Regularization is a term used in BC universities and colleges to describe academic staff members receiving an annual salary and benefits for their work (part-time or full-time).

1. All part-time academic staff members are compensated from the same salary grid as full-time workers.
2. Pro-rata rights to health benefits, vacation, professional development, progress through the ranks (salary increments for performance and seniority) are included.
3. Staff members working for fewer than two years have the right of first refusal to continue their academic work (assuming satisfactory performance).
4. As a rule, continuing staff members who have worked 50% full-time equivalence for two years are converted to part-time regular staff, ie regularized.

GEORGE DAVISON New Caledonia, BC.

MICHAEL SKELTON Wilfred Laurier, ON.

Surviving the CAS experience. A very amusing personal tale of experiences acquired over 30 years as a contractually employed university teacher, finally leading to a permanent university position and the presidency of the faculty association.

Mobilizing membership: how to bring the "Roads Scholars" into the university?

1. Communication from and to CAS is critical.
2. The staff association must publicize the condition of CAS in each university and educate their faculty about the plight of CAS— their numbers, distribution and compensation in comparison to other universities. Make CAS visible in your university, with events such as "Fair Employment Week."
3. Create a communications network for CAS, including access to an on-line academic staff newsletter. Publicize the links to the staff association.

4. Demonstrate to CAS that their goals are shared by full-time academic staff.
5. Create workshops to include CAS in the academic dialogue with the staff association.
6. Create positions in the staff association for CAS representatives.

Remunerated research time: How to get some?

1. Re-bundle contractual duties to include research with teaching and service. Teachers must also do research, researchers must also teach.
2. Emphasize that academic work includes scholarly creativity, whether science, arts or professional activities.
3. Academic contracts must be a minimum of 6 months for a single course and 12 months for teaching in two consecutive terms.
4. The university must provide all staff with the necessary infrastructure for them to perform their duties, which includes but is not limited to staff card, work space, office, phone with personal number, internet and personal address, library privileges.

Remunerated service time: How to get it included as salaried work?

1. Service includes committee, community, and public service activities.

2. Service is often considered to be good citizenship in the university; performing these essential activities often goes unnoticed and unrewarded.
3. Service must be a mandatory duty.
4. Service must be compensated.
5. Service must be valued (annual report).
6. Service must be rewarded (merit or PTR).

OVERALL CONCLUSIONS

This very interesting workshop was attended by about 50 representatives from Canadian universities, colleges and teachers' unions. Many issues were raised and fundamental solutions proposed. The major impediment to progress is convincing management to take the issue seriously without resorting to labour action.

CAUT Statistics indicate that academic staff outside the tenure stream now outnumber tenured staff by 2:1 — much of the academic work in Canadian universities and colleges could not be done without them. Hard work is needed to ensure that all academic staff are fairly treated and can enjoy equitable career opportunities.

Forum on Retirement: What You Should Know (for Academic Staff)

February 21, 2008—Faculty Club

Lunch: 11:30 (RSVP required)

Forum: 12:00 - 14:00 (RSVP required)

- Kathleen Tobin, Manager, Benefits, HR McGill Benefits upon Retirement
- John D'Agata, Director, Pension Administration..... The McGill Pension Plan
- Antal Deutsch, Professor, Economics Alternatives to a McGill Pension
- Hélène Perrault, Associate Provost Rethinking Retirement Options

RSVP to maut@mcgill.ca or (514) 398-3942

7th Annual Tenure and Mentoring Workshop for Non-Tenured Academic Staff

March 6, 2008—Faculty Club

Lunch: 11:30 (RSVP required)

Workshop: 12:30 - 15:30 (RSVP required)

Information about preparing for renewal and tenure processes, evaluation criteria, the teaching portfolio, departmental mentoring, and much more.

RSVP to maut@mcgill.ca or (514) 398-3942

Disabilities and the Classroom

forum held at the Faculty Club, October 23 2007.

Notes from Debbie Meert

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INTRODUCTION

Dr. Joan Wolforth opened the event by describing why she loves her job as head of the Office for Students with Disabilities (OSD): because she gets to work with the most remarkable students.

A few facts about disabled students at McGill:

- GPA analysis indicates a very healthy GPA.
- There has been an increase of 'invisible' disabilities over the past few years:
 - 26% mental health
 - 22% learning disabilities
 - 15% ADD
 - 14% medically related
 - 12% mobility
 - 6% coordination
 - 3% vision
 - 2% hearing
- McGill's OSD has registered more disabled students than most other similar institutions in Canada.
- Disabled students come from a wide area, which has funding implications, as McGill receives no funding for students from outside Canada:
 - 270 Quebec
 - 249 Canada
 - 72 USA
 - 27 Other countries

Five students described their experiences at McGill, before and after learning about the Office for Students with Disabilities.

JAMIE (VISUAL/SPATIAL & A.D.D)

- Arts student, just starting a business degree.
- His disabilities were not diagnosed until grade 10 but he had a good family support system, got help and did much better in school, made the honour roll.

- He was at McGill for two chaotic, difficult years before he knew the OSD existed.
- OSD helped him with organization, a mentor program, scheduling, etc.
- He now has a good GPA, and much more confidence.

CAROLINA (LUPUS)

- She was diagnosed at 17, is now 28.
- Has experienced organ swelling, blood transfusions, several hospitalizations, physical pain, and side effects from drugs. It is easy to fall behind, miss classes, and not participate in fieldwork.
- In her first two years at McGill she did not ask for help, thought it was her own fault if she couldn't keep up—but basically just needed more time to accomplish tasks.
- Now that OSD provides assistance with scheduling and transportation, she is doing well and determined to finish her program.

MARIA (RHEUMATOID ARTHRITIS)

- Student in Microbiology & Immunology.
- She needs help with things that others never think about, like buttoning a lab coat.
- At first, she did not know there was help on campus; she didn't want to ask, and no one told her about OSD.
- She was given a lab assistant to help her with chemistry, but found it stressful telling someone what to do step-by-step; the following year the professor put her in a group instead, and this worked much better.
- It is hard to walk around campus, especially in winter; the minibus has been very helpful, allows her to be more independent.
- She has trouble physically getting to all her classes, quizzes, and exams, so sometimes writes tests and exams at the OSD office all at once; at other times, profs allow her to use their offices to write exams so she can avoid the difficulties of travelling to OSD.
- Her department is extremely accommodating but OSD helps her coordinate the big picture.

JAMES (DYSLEXIA)

- Law student
- Finds it hard to get people to realize he has a 'real' disability, hesitates to ask profs for help, to ask fellow students to borrow notes, etc.
- He has to be able to take initiatives, ask for help ahead of time, and be his own advocate.
- The technologies here to help him are great and faculty are generally helpful.

SANDRA (BLIND—LIGHT PERCEPTION ONLY)

- She was at McGill for 6 years before someone told her about OSD. At first, she was hesitant to approach OSD, didn't want to be classified as disabled.
- OSD helped her to finish her degree, and also helped her obtain a new job—she is the first visually impaired social worker in Quebec.
- She now speaks in high schools, sensitizing students to people with disabilities, and is thinking about coming back to McGill to study Law.

ANTHONY (BLIND, HAS A SEEING-EYE DOG)

- Law student.
- It is important to be prepared when asking profs for help, explain what is needed and why, e.g. having class material available in advance so it can be digitized. McGill's Law department is very accommodating and helpful.

- PowerPoint slides are a huge challenge for the visually impaired, and some courses just don't work when taught in traditional ways, e.g. math.
- Notes in WebCT are now readable by visually impaired people; OSD has also helped get coursepacks on CD, which has made a big difference.

CONCLUDING REMARKS

Dr. Wolforth answered questions about the Office for Students with Disabilities

- OSD does not have a mandate to help disabled spouses or children, but McGill may have other appropriate services.
- Sometimes students themselves are unable or unwilling to admit that they have a disability, or feel that asking for help is like asking for charity. OSD has to work hard to overcome this reluctance.
- OSD needs to publicize that it also helps students with invisible or temporary disabilities, mental health / anxiety problems, etc.
- OSD works in partnership with the University to help students succeed; faculty members are among the best referral agents, and many classes are now automatically recorded and sent to Web CT as audio and video files.

MAUT Fall General Meeting

November 16 2007.

PRESIDENT'S REPORT

Edith Zorychta

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MAUT has been involved in **developing and revising policies**, all of which are described on the Secretariat website. Policies on Research on Human Subjects, Safe Disclosure, and Employment Equity have already been passed by Senate; work on policies on Research Misconduct, Course Evaluations, Conflict of Commitment and Conflict of Interest will continue.

Professor Emeritus status, and other issues affecting all retired staff, are still under discussion. No news is expected until December.

The University Committee on **Non-Tenure-Track Faculty** has not yet met. M. Baines is the MAUT representative, along with 5 faculty members, and 4 Dean's delegates. The Provost has promised an interim report soon, and a full report in the spring. GFT-H faculty are not represented in this committee, they are being dealt with at the Faculty of Medicine level. MAUT is keeping an eye on those discussions.

CASP: Major salary decisions are being made for 2007-2008 winter. If McGill has been ranked no.

1, salaries should reflect this. Discussions will include the total compensation package (benefits, etc.) There is hope for a meaningful increase next year, but this is far from firm yet. CASP is pushing to have salary decisions made earlier in the year, and also to have a 3-year plan, rather than limiting discussions to one year at a time.

In 2000-2001, the University set aside \$1 million to address any anomalies identified during a **gender equity** exercise. Each year, analyses were supposed to be done and reported, to ensure that inequities are not recurring. Several analyses have been done, but not reported; MAUT and the McGill Committee on Women are pressing to have these reports completed and publicized.

MAUT is again sponsoring several **Workshops and Forums** during the year.

- Disabilities and the Classroom (October 23) as one of the events during SEDE's Awareness week. *See report on page 4.*
- Health and Dental Plans, especially for those 65 and older—planned for February
- Tenure and Mentoring
- Retirement (might be combined with Health and Dental Plans forum)

Forums / workshops still under consideration:

- University Governance
- Open Access Publishing and related topics
- Online course evaluations

VP INTERNAL

Ian Henderson

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The report for this meeting focused on the Staff Benefits Advisory Committee and its current concerns:

Staff-Dependent Tuition Waiver: Revenue Canada has declared this to be a taxable benefit for the employee. SBAC is continuing to study ways of decreasing the impact.

Health Plan benefits to pre- and post-65 age groups: there is currently an inequality in the premiums paid vs. the benefits received. Various statistics are being gathered, and proposals for addressing the inequities are being discussed. At the proposed forum in February, studies will be reported and feedback sought.

The policies for health and dental plans have been renewed; premiums for the health plan will go down by 3%, and those for the dental plan will rise by 10%—this does not mean very much in terms of absolute dollars. The coverage of the dental plan has been improved, and there have been a few more claims than usual.

Demutualization: \$1.3 million remains to be distributed, but cannot just be divided up among individual employees. One proposal is to use these funds as start-up money for a service to support the reintegration of staff returning from health or social leaves, but other proposals are welcome also. The money must be used in a way that benefits all employees, not just academics.

Questions and comments from the floor:

- The tax changes that affect tuition waivers also affect prizes and awards given to faculty members and other employees (e.g. awards for excellence in teaching, etc.) MAUT is encouraged to address this.
- Out-of-country medical coverage seems to require more information from your medical file than seems necessary. I. Henderson will channel this concern to the appropriate authorities.
- Drug reimbursements statements indicate that there is a ceiling on the "reasonable cost" upon which the reimbursement percentage is based. Could some information be made available about reasonable costs? I. Henderson will investigate.

LIBRARIANS' SECTION REPORT

Karen Jensen

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Updates were presented about Librarian regulations, and the transition of Library Professionals to either Tenure-Track or Non-Tenure-Track streams. *See full report on page 8.*

VP EXTERNAL'S REPORT

Brendan Gillon

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FQPPU: The UQAM situation was discussed at the FQPPU summer meeting. It is feared that the provincial government might address the UQAM problem by introducing blanket provisions that will affect all universities.

Other FQPPU issues include:

- Committee on Funding: former MAUT VP-External Jacques Derome was involved. Its report is to be published in 2008.
- Forum on Status of the Professoriate: a survey will be conducted in 2008.
- Debate on Governance: This was largely a reaction to the Toulouse Report; Marc Richard attended on behalf of MAUT.
- Supplementary Fees: are these just a form of tuition fee increase?

PAST PRESIDENT'S REPORT Bruce Shore

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B. Shore explained the role of the Past President, "To sit around and pretend to remember useful things." Malcolm Baines will take over as Past President in January, and do "real work," i.e. deal with elections.

REPORT FROM THE REPRESENTATIVE FOR RETIRED MEMBERS

John Dealy

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Lunch meetings continue to be popular, with the next one scheduled for Nov. 21st. Of 85 retired members, 55 have signed up for this lunch.

Titles and privileges of retired professors: MAUT has received some very useful input, and the issue is expected to come to Senate in December. An unresolved problem is the lack of contact information for retired professors in the staff directory (except for emeritus professors). The Provost has indicated support in the past but there has been no action.

Emeritus professors as Prodeans: retired professors are routinely stricken off lists of potential

Prodeans, but at least Emeritus professors will be re-added.

Some retired members are concerned about retirement/pension funds in money-market funds. Until recently, this has been safe enough, but MAUT is watching the situation closely.

There is sure to be great interest in the upcoming forum on the Health Plan for members over 65.

SECRETARY-TREASURER'S REPORT Estelle Hopmeyer

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The Auditor's Report and MAUT Budget were presented, confirming that MAUT is in sound financial shape. Investments are conservative, and performing satisfactorily.

Over the past year, MAUT has upgraded its liability insurance and regularized payments to the CSST (with reference to the Professional Associate and Office Administrator). The Annual Financial Report, and the Projected Budget for 2008 were adopted without opposition.

OTHER BUSINESS

G. Mikkelsen encouraged MAUT to get involved in restructuring the voting system for Pension Committee representatives. The current system allocates votes per dollar rather than per person, which disadvantages recent hires and staff in departments with lower average salaries.

E. Zorychta replied that MAUT would examine the reasons for the existing system, and noted that the pension administration represents all employees, not just academics. When comparing pension plans, it is important to know whether they are defined-contribution or defined-benefit.

MAUT Scholarship 2007-2008

The MAUT Scholarship, established in honour of the students killed in the Polytechnique tragedy of 1989, is awarded annually to a female student in the Faculty of Engineering. Congratulations to the 2007-2008 recipient, **Frida Ceja Gómez**, in Electrical Engineering.

In her letter of thanks, Ms Gomez, who recently moved to Canada from Mexico, noted that much of the past year has been spent adapting to a new country, but she now feels ready to resume her community and tutoring activities in addition to maintaining her high academic standing.

Report from the Librarians' Section

Karen Jensen
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REGULATIONS

The revised Regulations Relating to the Employment of Librarian Staff were passed by Senate on May 9. They were approved by the Board of Governors on June 5, and came into effect on Sept. 1. Non-tenure-track staff members who, under the old Regulations, held appointments as Library Professionals, have to make a choice regarding their terms of employment within 6 months, ie. by Feb. 29, 2008. Library Professionals must now choose one of two options.

1. **An initial definite term tenure-track appointment as Assistant Librarian.** If they have worked as Library Professionals for three years or more, they also have the right to seek one early consideration for tenure at any time of their own choosing. If they have worked as Library Professionals for less than three years, they can seek an early consideration for tenure beginning in the third year of their tenure-track appointment. Librarians who decide to seek early consideration for tenure must notify the chair of the Library Tenure Committee and the Director of Libraries in writing no later than April 15, 2008 to be considered for tenure in 2008/2009.
2. **Maintain the status quo by selecting a non-tenure-track appointment** that is equivalent to what they now have. There is the possibility of moving to an indefinite term non-tenure-track appointment after accumulating five years of continuous employment. A librarian who chooses the status quo, and who has already served for five or more years, would immediately be appointed to an indefinite term appointment as a non-tenure-track Assistant Librarian. All that would change is the terminology used to describe the nature of the appointment and rank.

Over the summer, some of our members received notices of one-year appointments; these letters were formalities to ensure they retained their appointments before deciding whether to choose tenure track or non-tenure track. All eligible Library Professionals will eventually receive an official letter of reappointment as either ten-

ure-track or non-tenure-track librarian, depending on their choice.

It is still possible under the new regulations to appoint non-tenure-track staff members, at the rank of Assistant, Associate, or Full Librarian. The appointment is normally for an initial definite term of not more than six months. Reappointments are possible, but the initial appointment plus any reappointments should not normally exceed two years.

GUIDELINES ON REAPPOINTMENT & TENURE CRITERIA

In order to help Library Professionals choose between the two options, the Director of Libraries (Janine Schmidt), the Associate Provost for Policies and Procedures (William Foster), and three librarians (Daniel Boyer, Jim Henderson, and Chris Oliver) prepared an ancillary document, *Guidelines on Criteria for Reappointment and Tenure for Tenure Track Librarian Staff*.

This document was made public in September, and has been posted on the Librarians' Section website (<http://www.library.mcgill.ca/mautlib>) as a service to our members. When revised versions are issued, we will replace the outdated versions. I would personally be interested in reading other guidelines on reappointment and tenure criteria in use at McGill, so please email me any examples if possible.

The reappointment guidelines should help answer questions posed by Faculty in the University Appeals Committee's *24th Annual Report to the Board of Governors*. One of these questions concerned how to distinguish reasonable and superior performances in scholarship and service, given that so much weight is placed on position responsibilities. Librarians are still concerned that criteria for reasonable performance (as opposed to superior) are not outlined, but it has also been noted that the guidelines will be adjusted.

The guidelines acknowledge that some items may be acceptable in more than one of the three categories of academic duties. The candidate is free to choose under which category a specific item is placed, but must list it only once.

The regulations state that the allocation of academic duties is the responsibility of the Director of Libraries or delegate who shall take into account:

- the requirement for staff members to meet the criteria for reappointment, tenure, or promotion; and
- the pattern of such allocation within the McGill University Library.

As is the case with teaching faculty, the fulfillment of all three areas of librarian academic duties generally involves activities which extend beyond a standard 35-hour work week. Position responsibilities have always been the most important academic duty; it is understood that librarians should make this area their primary focus, while at the same time making sure that they are also fulfilling their responsibilities in scholarship and service.

Particularly in cases when librarians spend "their own time" above the regular work week on scholarship and service, and do not apply for

library funding, they should be free to choose the activities they will pursue in order to fulfill all of their academic duty obligations. The chances of being successful increase when they choose activities in which they believe and which they enjoy doing.

The calculation of years of service for tenure consideration begins June 1 of the calendar year of first appointment to tenure track. Candidates shall be considered for tenure and promotion to the rank of Associate Librarian no later than the sixth academic year of their appointment as Assistant Librarians. The year of consideration for most of the Library Professionals choosing tenure track will therefore start May 1, 2013. We have about 30 Library Professionals on staff now—I would urge non-librarian members of the University Tenure Committee to prepare for these forthcoming tenure considerations.

Why not start talking now to McGill librarians about tenure expectations? Take some time to learn about the applicable norms in Canada because our system is very different from that of librarians in the United States. Also, it would be greatly appreciated if Faculty members looked over librarian tenure dossiers in advance and gave opinions about possible UTC outcomes.

Moving Forward: Academic Librarians and Collective Bargaining

CAUT Librarians' Conference and Workshop, Vancouver BC, October 26 - 27 2007.

Deanna Cowan

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Introductory speakers included Greg Allain, CAUT President; James Turk, CAUT Executive Director; and Kent Weaver, Chair of the CAUT Librarians Committee, all of whom emphasized the need for librarians to participate in governance and administration at their institutions.

The first session, **Bargaining Basics**, was launched by Peter Simpson, CAUT Assistant Executive Director, who briefly described the features of collective bargaining:

- It is a framework describing work to be done and how it is to be compensated.

- It includes a mandatory and binding structure for discussion, regular review and grievance resolution.
- Individual members do not speak for themselves; they are represented as a group and lose the right to negotiate individually.
- Negotiations are formally structured and sometimes legally governed; no part of it is "freewheeling improvisation."

For successful bargaining, negotiators must

- ensure that the negotiating team members can work together, support consensus, under-

stand and can represent their constituencies, and have their confidence and support.

- consult widely when preparing their initial proposals. Librarians often have concerns—job security, workload management, potential for advancement—that are different from those of faculty members.
- obtain accurate, comparable data; research best practices; search for good statements in other collective agreements.
- be prepared to discuss total compensation packages, not just salaries.

Paul Jones, CAUT Professional Officer, described many sources of information, advice and expertise available to association presidents and negotiators. Some of the resources on the CAUT website are password-protected, but Association presidents may distribute passwords judiciously as needed.

Librarian Roles and Relationships Within the Academic Staff Association was presented by librarians Brenda Peterson (UBC), Francesca Holyoke (UNB) and Margaret Law (University of Alberta). Although each speaker drew on her own experience, common themes emerged:

- Librarians are often a poorly-known minority in their staff associations, and need to communicate their needs and concerns.
- Librarians themselves must take the initiative to raise their profile, become known in the university, and assume their share of participation in governance structures.
- Librarians should align their concerns with faculty parallels when possible, and present a *business* case for the value / equity of librarian vs. faculty work.

Friday afternoon began with **Bargaining Librarian Issues**, with experienced negotiators briefly describing situations in their institutions.

Mike Dawes, chief negotiator for the University of Western Ontario Faculty Association, again stressed that Librarians must educate the University about their conditions, needs, and problems. For example, library staff are often affected by the Health and Safety concern of working outside “normal” hours, often in isolated areas.

Liz Ball, a librarian at Selkirk College and chair of the [BC] Federation of Post-Secondary Education Human Rights & International Solidarity Committee, described some of the issues that have arisen in BC, including:

- parallels between faculty and librarian workloads
- year-round school schedules
- professional development time
- sabbaticals

Constance Adamson, a librarian and Past President / negotiator of the Queen's University Faculty Association, emphasized that negotiating teams must know what is important to the groups they represent, and use appropriate statistics and comparisons to advance their cause.

The Principles of Clause Drafting and Basic Table Skills for Bargainers were short, practical presentations by CAUT representatives Neil Tudiver, Peter Simpson and Paul Jones. Among other things, they spoke about bargaining protocol, language to use in proposals, and reminded us that the chief negotiator's role is to present a consensus, not to make unilateral decisions.

They also emphasized that neither side could expect to get everything it wanted, and it's not always all about salary; prioritizing, appreciating the other person's point of view, and coming up with creative compromises are the most successful ways of reaching an objective.

Saturday was devoted to a **Bargaining Simulation**. We divided into paired teams of “Librarians” and “Administrators” and worked through a bargaining scenario. Our Librarian team's Chief Negotiator was knowledgeable, articulate, and took her responsibilities very seriously. She will be involved in real negotiations at her University in the spring, and found the simulation experience to be extremely valuable. Though I don't expect to be involved in real negotiations anytime soon, I found the conference very interesting and worthwhile, and I'm grateful to MAUT for the opportunity to attend it.

MAUT EXECUTIVE AND COUNCIL 2007–2008

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